

Union Twist

CANNABIS CO.



259 Cambridge Street, Allston



Union Twist, Inc.



Marie St. Fleur
CEO



Amy McNamee
Senior Advisor



Tahira Rehmatullah
Cannabis Advisor

- Union Twist, Inc. (“Union Twist”) is managed and controlled by women who also hold equity in the Company
- Union Twist also holds an HCA with **Newton** and is provisionally licensed by the CCC in **Framingham**

Diversity and Inclusion: Goals

- 100 percent woman managed, majority minority
- Employ women, POC/immigrant populations, and Boston residents at rates that are consistent with other applicants
- Prioritize applications of Allston residents, veterans and people with disabilities

Hiring Goals

Boston:	POC/IP:	Women:
75%	50%	50%

"Diversity and Inclusion is a top-to-bottom business strategy – not just an HR program."

– Josh Bersin

Diversity and Inclusion: Programs

- Diversity and inclusion council consisting of top management and line staff to measure progress against set goals including metrics for recruiting, promotion rates, compensation levels, and retention
- Equitable HR, planning, design, recruitment, and evaluation tools
- Advertise job postings in publications, social media and professional networks that meet target audiences
- Create strong employee networks (employee resource, affinity groups, community outreach groups)



MassHire



Diversity and Inclusion: Measurements

- Annual report stating demographics of company, including sexual orientation and disabled status of employees
- Total numbers of jobs created and opportunities for advancement
- Internal trainings will be held regarding diversity and implicit biases



Employment Plan

Boston
Residents:
75%

POC/IP:
50%

Women:
50%

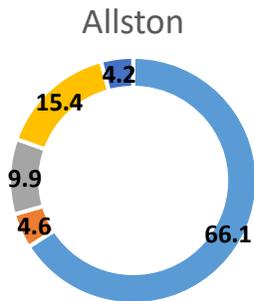
Hourly Wage:
\$15.69

Boston Living Wage Ord.

Includes:

- Health insurance
- Public transportation subsidies
- Paid time off
- Employee rewards

- The company is creating 15-20 full time positions at this locations
- A criminal history is not a deterrent to hiring
- People with criminal records will be recruited through MassHire, Operation Exit and Mayor's Office of Returning Citizens
- Two of the principals (Marie and Amy) are former prosecutors and will spearhead legal aid and expungement services programs
- The company will offer education, job training, and legal aid



■ White ■ Black ■ Hisp ■ Asian ■ Other

Community Feedback/Public Support

August 10, 2020

Attn: Chairwoman Joyce

I would like to write a letter of non-opposition for the "Union Twist" application at 257-259 Cambridge St. Allston, MA 02134. This project would potentially be the first of its kind to open in my district. We've met with the organization and discussed some of the most pressing details.

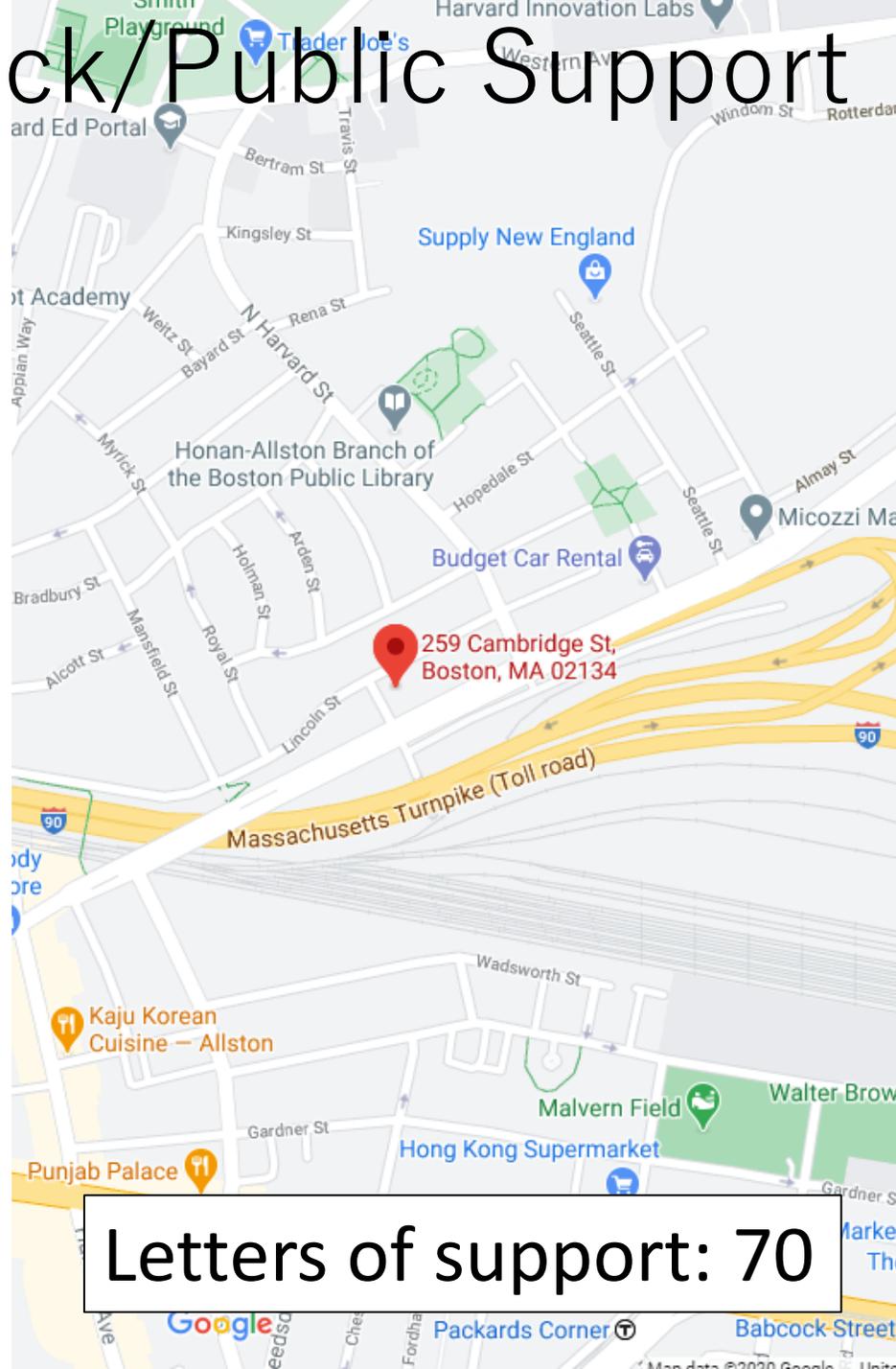
We do not oppose or support the project.

Best regards,



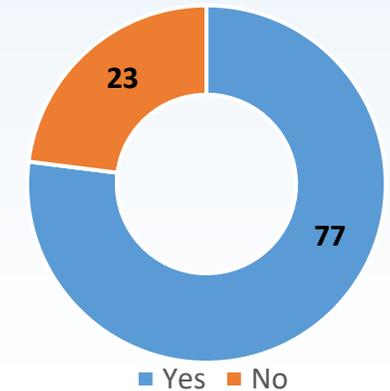
Liz Breadon
Boston City Councilor
District 9 Allston-Brighton

Letter of non-opposition,
City Councilor Liz Breadon



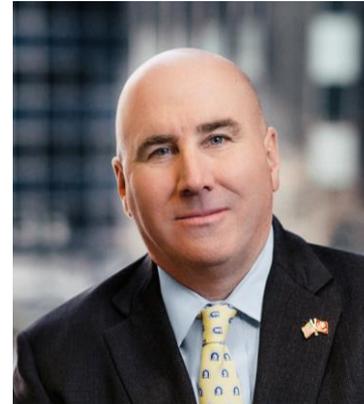
Letters of support: 70

2016: WARD 21 / PRENCINCT 1

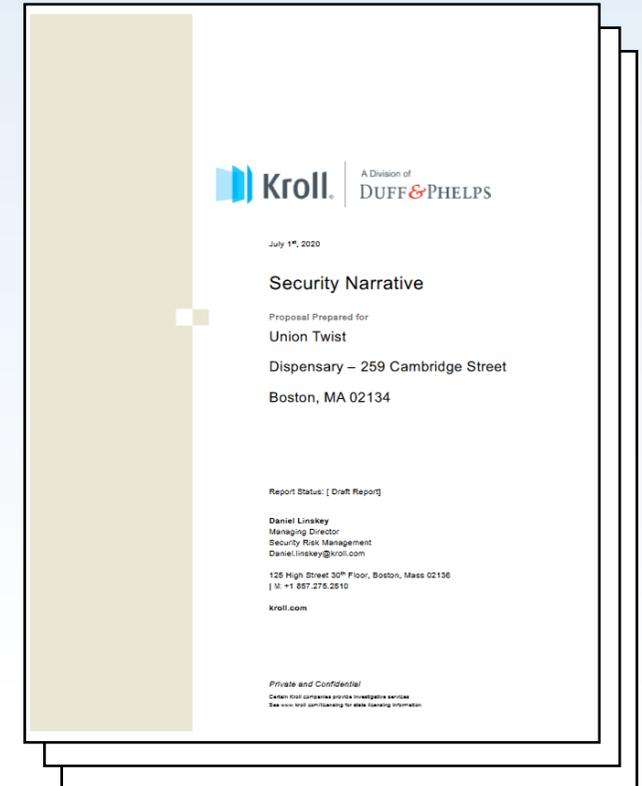


Location, Safety and Security: Personnel

- Engaged Kroll Security, Managing Partner of Boston Office
- Security plan for personnel, building and product security, and protecting youth from access has been submitted to the Board
- Plan includes transportation of delivery of product and monies
- Onsite security (unarmed); 54 surveillance cameras
- Hours of operation: 9AM to 8PM, 7-Days



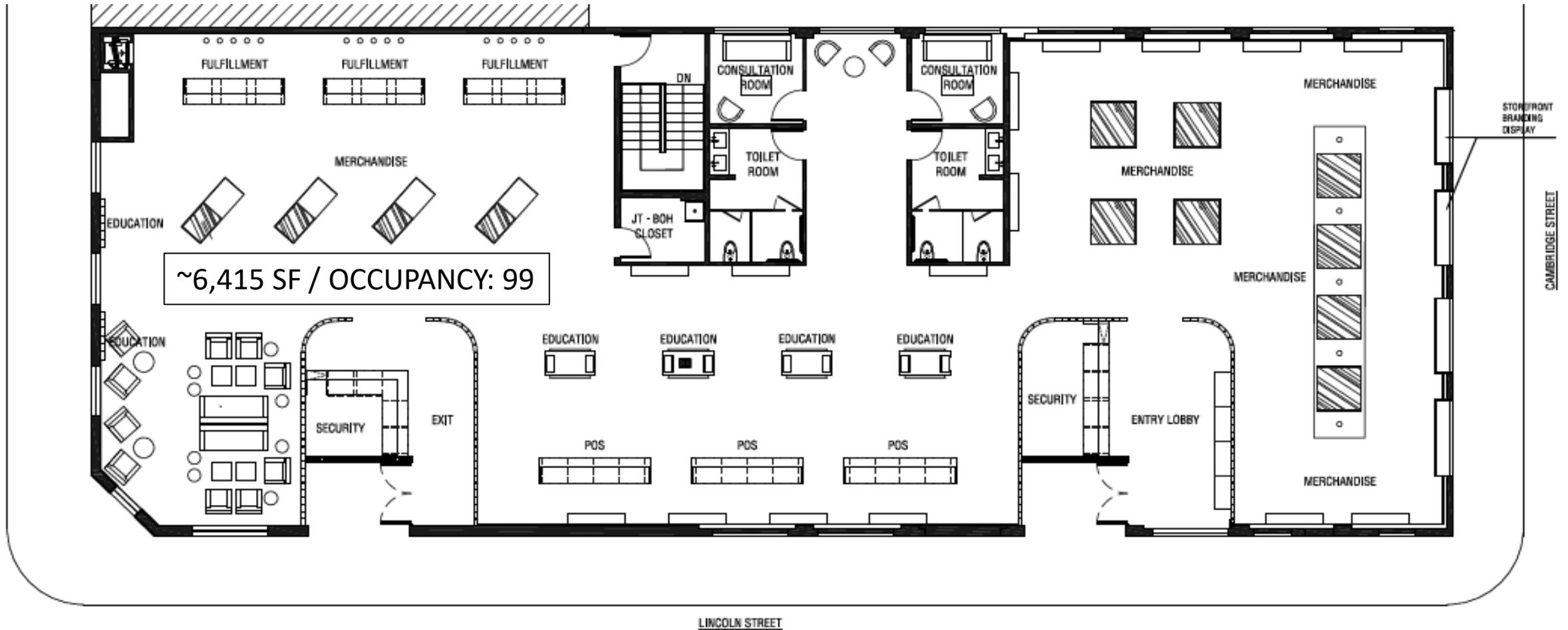
Dan Linskey, Kroll Security



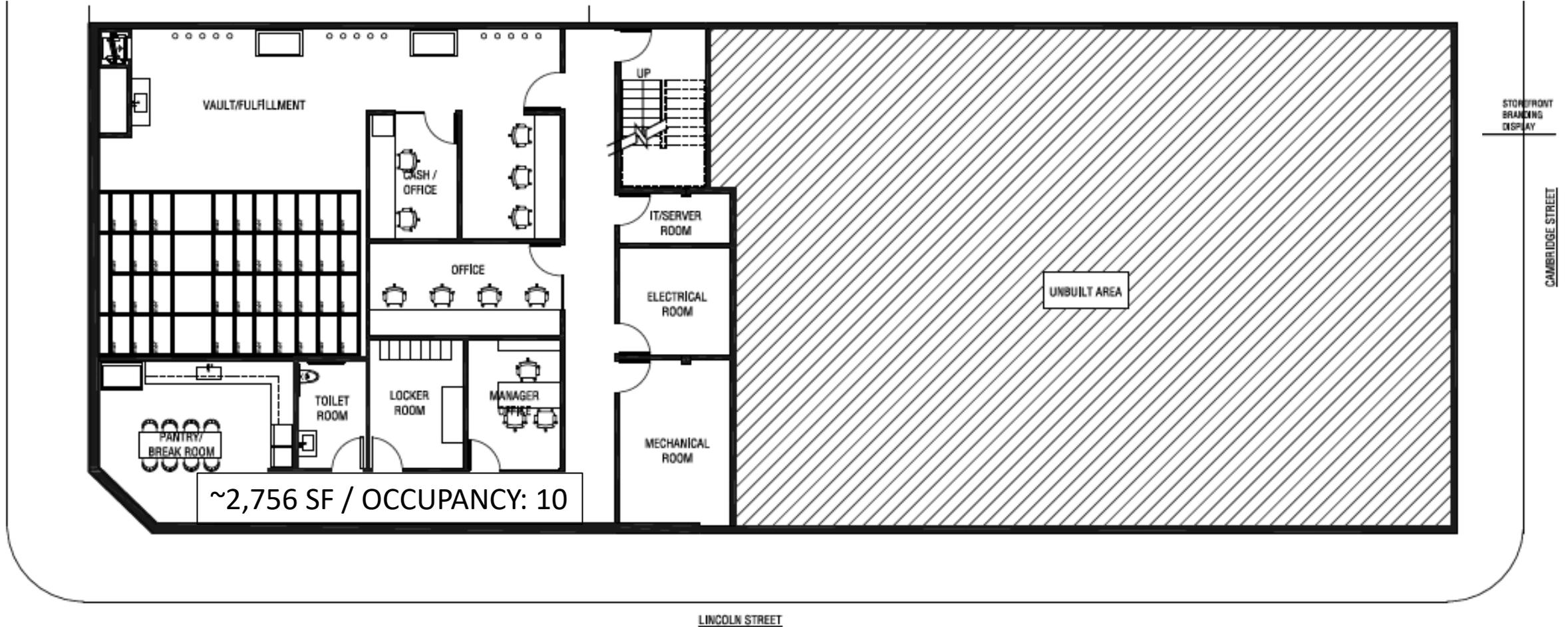
259 Cambridge Street



259 Cambridge Street



259 Cambridge Street



EMPIRE STREET

STOREFRONT
BRANNING
DISPLAY

CAMBRIDGE STREET

LINCOLN STREET



FOREIGN AUTO BODYco.

German • Italian • Spanish • Filipino 254-0778 • Aluminum Body Specialists

Union Twist



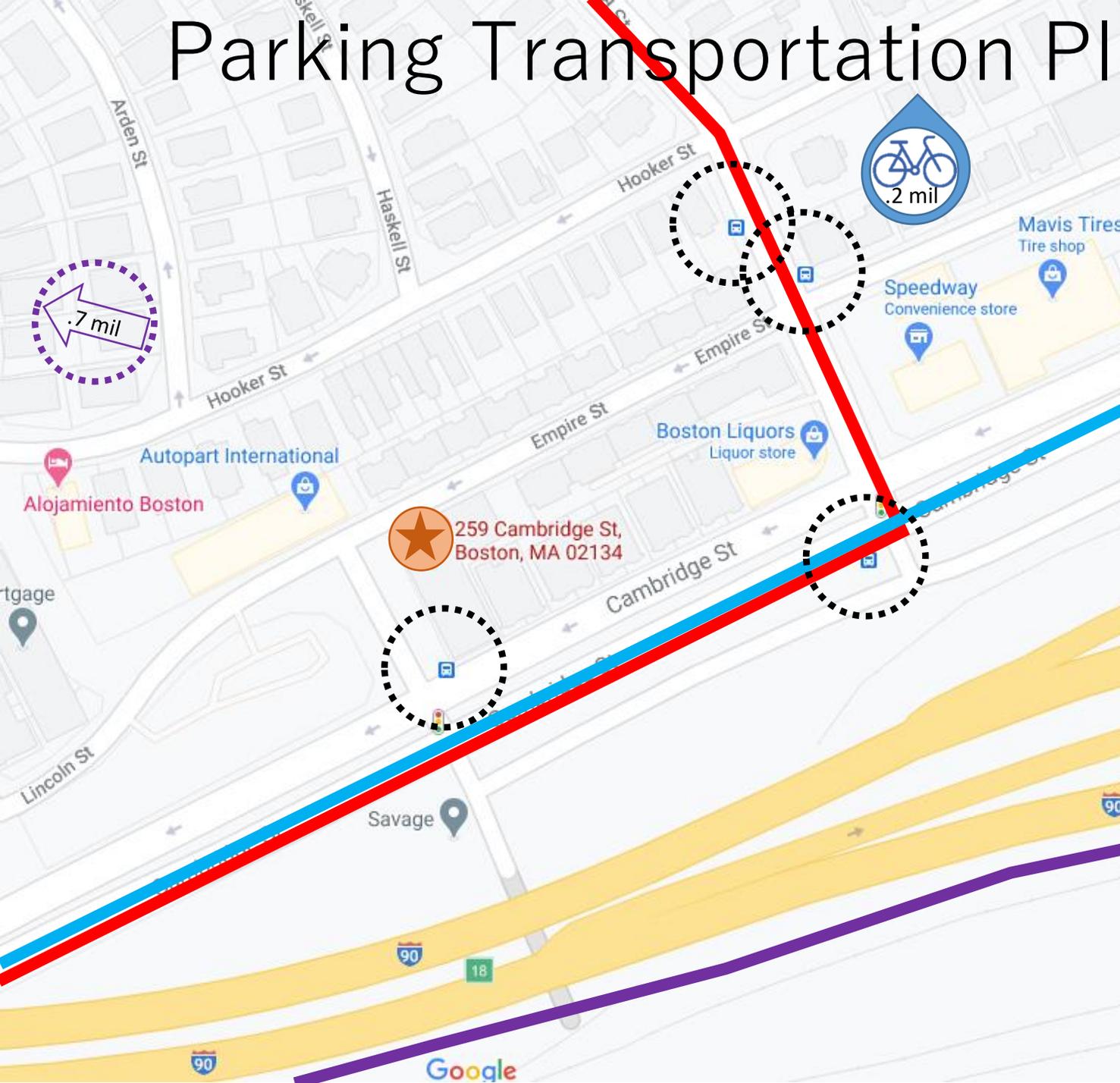


ALLSTON, MASS.

SINCE
2018

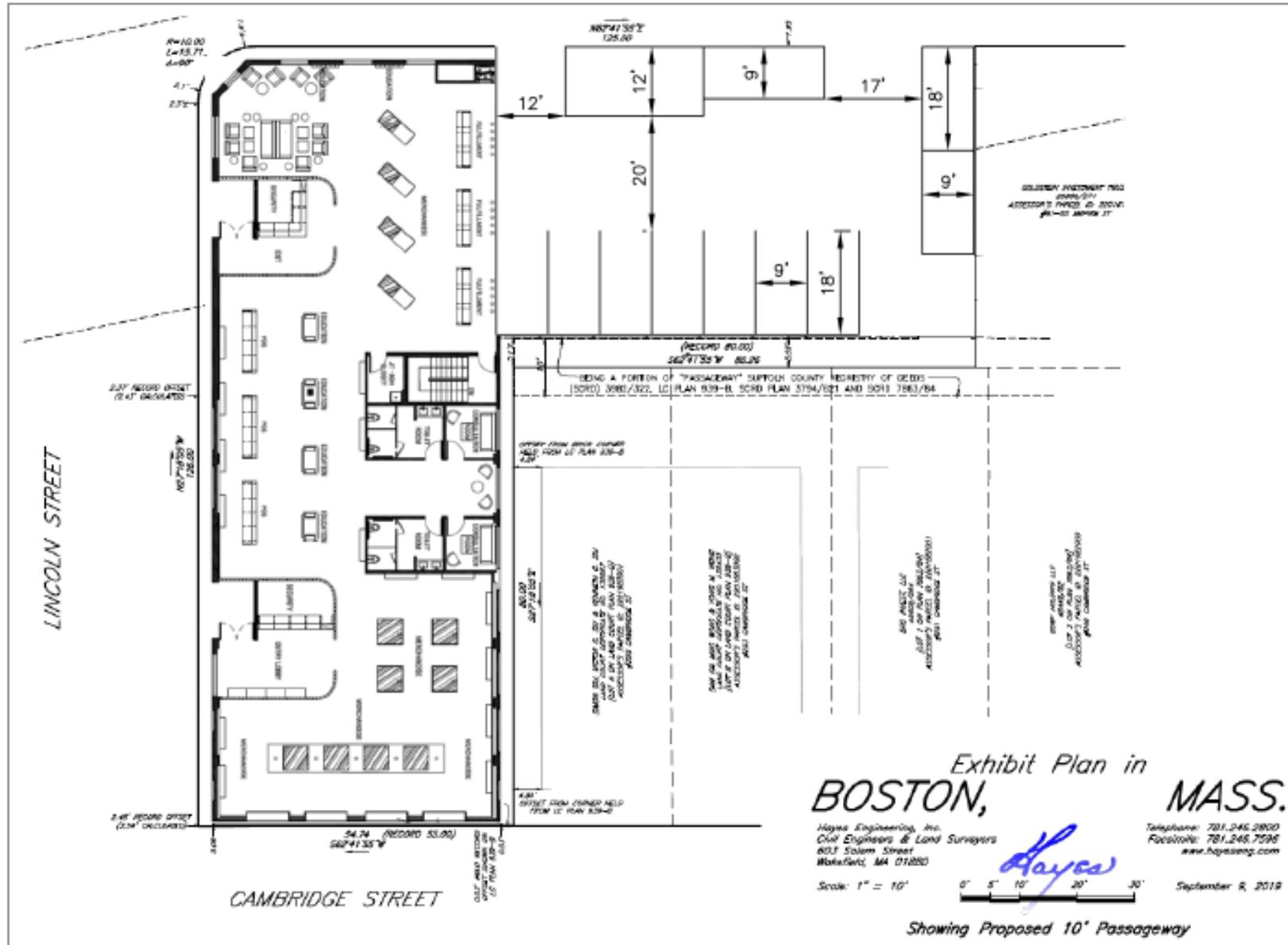
CANNABIS CO.

Parking Transportation Plan: Public Transit



-  259 Cambridge Street
-  MBTA 64 Bus
-  MBTA 66 Bus
-  MBTA Bus Stop
-  MBTA Commuter Rail
-  MBTA Commuter Rail Station
-  Blue Bike Station

Parking Transportation Plan: On-site parking



On-site parking (9)

Additional Measures:

- BlueBike Incentives for employees and customers
- Traffic study submitted to BCB



Traffic Impact Statement

603 Salem Street
Wakefield, MA 01880
Tel: (781) 246-2000
Fax: (781) 246-7596

Nantucket, MA 02554
Tel: (508) 228-7909
Tel: (781) 246-2000
Fax: (781) 246-7596

Refer to File No. BOS-0125

TO: City of Boston Zoning Board of Appeals
FROM: Tony Capachietti, Project Manager
DATE: March 5, 2019
SUBJECT: Union Twist
Proposed Marijuana Dispensary
259 Cambridge Street

Hayes Engineering, Inc. (HEI) has prepared this Traffic Impact Statement in support of the proposed marijuana dispensary at 259 Cambridge Street in the Allston neighborhood of Boston, Massachusetts pursuant to the request of the Project Proponent, Union Twist. The purpose of this Impact Statement is to evaluate the anticipated Average Daily and Peak Hour trip generation for the facility under both its prior and proposed use.

The proposed dispensary will occupy approximately 9,352 square foot (sf.) of ground floor and lower level space in the existing building. The proposed facility will have a 6,415 sf. dispensary area and an additional 2,937 sf. of storage and support area for the use. The facility is located along the northwesterly side of Cambridge Street at the intersection of Cambridge and Lincoln Streets and continues along Lincoln Street to the intersection with Empire Street. The existing building contains approximately 15,000 sf. of floor area over two (2) levels and was the former home of Foreign Auto Body. The Applicant proposes to convert the facility into a marijuana dispensary, eliminating approximately 5,500 sf. from the upper and lower levels to create surface parking for the use. Access to the facility will be along Empire Street where a curb cut will access a 16-space surface parking lot serving the facility. The site is also located adjacent stop 1191 at the Cambridge Street and Lincoln Street intersection along the Massachusetts Bay Transit Authority (MBTA) 64 and 66 bus routes.



Figure 1 -- 259 Cambridge Street, Boston, MA © Google (Image Capture)

Exhibit Plan in
BOSTON,
MASS.

Hayes Engineering, Inc.
Civil Engineers & Land Surveyors
603 Salem Street
Wakefield, MA 01880

Telephone: 781.246.2000
Facsimile: 781.246.7596
www.hayeseng.com

Scale: 1" = 10' 0' 5' 10' 20' 30' September 9, 2019

Showing Proposed 10' Passageway

Union Twist

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